

## AMENDMENTS TO THE CLAIMS

Please replace all prior versions and listings of claims in the application with the listing of claims as follows:

### **Listing of Claims**

1-9. (Canceled).

10. (Currently Amended) A computer system implemented method for conducting an employee performance review ~~program on a computerized system~~, said method comprising the steps of:

transmitting by a computer system a preloaded list of reviewees, wherein the list is generated based on substantial employment related interaction during a relevant review period of time;

selecting, by a user of the system, a person receiving one or more reviewee selection from the transmitted preloaded list whose employment performance [[the]] a user desires to review but is not obligated to review;

inputting updating employee performance review information on the selected reviewees [[into]] received by the computer system by the user;

processing the updated employee performance review information on the selected reviewees input into the system by the user; [[and]]

storing the processed employee performance review information input into the system by the user; and

generating by the computer system an overall performance summary of the selected reviewees based on the stored performance reviews.

11. (Currently Amended) The method of claim 10 further comprising receiving one or more reviewer selection from the user, wherein the selected reviewers include the step of selecting, by the user, at least one of the user himself, a superior, a peer, a subordinate and a client to review the user's employment performance.
12. (Currently Amended) The method of claim 11, wherein said updating further inputting step comprises inputting updating of said employee performance review information over a communication network.
13. (Original) The method of claim 12 wherein the communication network is the Internet.
14. (Original) The method of claim 12 wherein the communication network is a business enterprise intranet.
15. (Currently Amended) The method of claim 12 further comprising ~~inputting said updating the~~ employee performance review information ~~by the user~~ while the user system is disconnected from the communication network.
16. (Currently Amended) The method of claim 11 further comprising requiring manager approval by the user's manager of persons the selected reviewees by the user to review the user's employment performance and persons selected by the user whose employment performance the user desires to review but is not obligated to review prior to the updating, processing and storage of the employee performance review information input into the system by the user.
17. (Canceled).

18. (Canceled).
19. (New) A computer system implemented method for conducting employee performance reviews, comprising:
  - identifying by a computer system one or more interactions during an evaluation period between a reviewer and one or more reviewees based on overlapping projects and clients;
  - preloading by the computer system a list of the reviewees related to the identified interactions;
  - receiving by the computer system a selection of reviewees from the preloaded list;
  - receiving by the computer system one or more performance reviews on the selected reviewees;
  - processing by the computer system the received performance reviews; and
  - generating by the computer system an overall performance summary of the reviewees based on the processed performance reviews.
20. (New) The method of claim 19, wherein each performance review includes performance ratings relative to expectations for each reviewee's peer group.
21. (New) The method of claim 19, wherein the processing further comprises identifying trends in each reviewee's job performance in comparison with the reviewee's prior performance reviews.
22. (New) The method of claim 19, wherein each performance review includes an action item for each reviewee to follow up on.

23. (New) The method of claim 19, further comprising:
  - receiving from the user a request to a manager for approval of the selected reviewees; and
  - receiving from the manager a message approving the selected reviewees for performance reviews.
24. (New) The method of claim 19, further comprising storing data related to the processed performance reviews.
25. (New) The method of claim 19, further comprising receiving one or more non-preloaded reviewees relating to one or more interactions identified by the user.
26. (New) The method of claim 19, further comprising updating the preloaded list of the reviewees by adding a list of reviewers related to the identified interactions.
27. (New) The method of claim 26, further comprising receiving a selection of reviewees and reviewers from the updated preloaded list.
26. (New) The method of claim 27, further comprising receiving self evaluation from the user.
27. (New) The method of claim 25, wherein the identification of the non-preloaded reviewees relating to one or more interactions further comprises searching by the user an employee roster using a plurality of search criteria.
28. (New) A computer system for conducting employee performance reviews, comprising:
  - a memory;

a processor disposed in communication with the memory and configured to issue a plurality of processing instructions stored in the memory, wherein the processor issues further instructions to:

transmit a preloaded list of reviewees, wherein the list is generated based on substantial employment related interaction during a relevant review period of time;

receive one or more reviewee selection from the transmitted preloaded list whose employment performance a user desires to review;

update employee performance review information on the selected reviewees received by the computer system;

process the updated employee performance review information on the selected reviewees;

store the processed employee performance review information; and

generate an overall performance summary of the selected reviewees based on the stored performance reviews.

29. (New) The system of claim 28, wherein the processor issues further instructions to receive one or more reviewer selection from the user, wherein the selected reviewers include at least one of the user, a superior, a peer, a subordinate and a client.
30. (New) The system of claim 28, wherein the update of the employee performance review information is facilitated by a communication network.
31. (New) The system of claim 28, wherein the processor issues further instructions to require manager approval of the selected reviewees prior to the updating, processing and storage of the employee performance review information.

32. (New) A computer system for conducting employee performance reviews, the system comprising:
- a memory;
  - a processor disposed in communication with the memory and configured to issue a plurality of processing instructions stored in the memory, wherein the processor issues further instructions to:
    - identify one or more interactions during an evaluation period between a reviewer and one or more reviewees based on overlapping projects and clients;
    - preload a list of the reviewees related to the identified interactions;
    - receive a selection of reviewees from the preloaded list;
    - receive one or more performance reviews on the selected reviewees;
    - process the received performance reviews; and
    - generate an overall performance summary of the reviewees based on the processed performance reviews.
33. (New) The system of claim 32, wherein each performance review includes performance ratings relative to expectations for each reviewee's peer group.
34. (New) The system of claim 32, wherein the processor issues further instructions to identify trends in each reviewee's job performance in comparison with the reviewee's prior performance reviews.
35. (New) The system of claim 32, wherein each performance review includes an action item for each reviewee to follow up on.
36. (New) The system of claim 32, wherein the processor issues further instructions to

receive from the user a request to a manager for approval of the selected reviewees; and

receive from the manager a message approving the selected reviewees for performance reviews.

37. (New) The system of claim 32, wherein the processor issues further instructions to store data related to the processed performance reviews.
38. (New) The system of claim 32, wherein the processor issues further instructions to receive one or more non-preloaded reviewees relating to one or more interactions identified by the user.
39. (New) The system of claim 32, wherein the processor issues further instructions to update the preloaded list of the reviewees by adding a list of reviewers related to the identified interactions.
40. (New) The system of claim 39, wherein the processor issues further instructions to receive a selection of reviewees and reviewers from the updated preloaded list.